

CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

April/May 2006 # 234

Members Standing Strong and United

THE KEY TO TEAMSTER POWER



Teamsters in Local 174 built a strong contract campaign to win gains from waste haul employers. They are shown here at one of the mass meetings held to build solidarity and discuss strategy.

On June 26 in Las Vegas, the Teamsters Convention will begin—the fourth Convention since members won the right to elect delegates and our Teamster president.

Thanks to that democratic reform, Teamsters will have a choice in the 2006 election. Reform candidates were victorious in enough delegate races to nominate Tom Leedham and put him on this fall's ballot for General President.

Reform delegates will be also be at work on

Waste are considering a tentative agreement that scores a victory in the fight to protect good health benefits.

Rail Teamsters have launched a campaign to win the right to vote for the top officers of the Brotherhood of Locomotive Engineers and Trainmen.

the Convention floor—fighting to bring accountability to our pension and health plans, and end the cut-backs in members' benefits.

The fight to end top-down rule in our union is a fight to rebuild Teamster Power by opening up our union to the members—the real source of our union's power.

This issue of *Convoy* highlights some Teamsters who are winning local struggles to make member-based Teamster power a reality right now.

In Seattle Local 174, Teamsters at Waste Management and Allied

Teamsters in Local 82 showed how to win a whole series of reforms in their local union bylaws, to put power into the hands of the membership.

That's Teamster power. And it has nothing to do with PR or celebrity unionism. It's about elected bargaining committees, contract campaigns, a belief in the membership. It's about members debating and disagreeing but unifying in a common fight to beat corporate greed.

In the pages of this *Convoy* you can read more about that power—and about struggles of Teamster members working to put the power of the union in their own hands.

That's Teamster power. If you want a stronger union, get involved in the movement for change. Join TDU.

"TDU works hard to see that elections are held to the highest ethical standards and helps members who are interested in making the Teamsters be the best possible union it can be: a union that works for every dues-paying member and allows the majority to rule.

"Simply put, TDU works to see that the Teamster membership determines the direction in which the union moves, not a select self-serving few with motives that best serve their own interest."

Brad Thompson
Alternate Delegate to Teamster Convention
BLET Div. 442, Union Pacific
Dexter, Mo.



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

Other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*

____ \$95 three-year membership fee

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

____ \$25 for retirees. Retired from Local _____

☐ Check or money order

MC/Visa/AmEx/Discover # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Also in this issue

Early Bargaining at UPS?

The Hoffa administration has made an announcement that it will seek early bargaining with UPS for the contract that expires in 2008. Is this a winning plan? See pages 5 and 7.

Who said That?

"I am not a man who makes idle threats, but today I promise you that if I am elected, we will defeat Overnite. That will happen." See page 7 to learn who said that at the last Teamster Convention.

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Letters From Our Members

Hoffa Jr. Lacks the Teamster Experience



Why are there so few examples of Teamsters secure in their jobs? I don't mean that the national union has not been there fighting for fairness and contracts in companies like UPS or DHL, I mean language and improvements in the small companies that make up the heart and bone of our union. UPS and the rest are important, the muscle of our brotherhood. But not all of us work for those mega employers.

Our jobs have never been in as much danger as they are now. Dues increases, CAFTA, replacement workers, health insurance and pension degradation are just the beginning of indignities heaped upon us by our employers as Hoffa Jr. and his golden boys are at the club mingling with the Bush regime.

Where have Hoffa and our national union officials been? We elected them to see that our lives and futures were secure, but every day I see otherwise. I don't see that they have earned multiple pensions, much less their current pay.

Perhaps playing politics is all they can do. Hoffa Sr. was one of us, someone who had worked for a living in some of the most grueling conditions imaginable. Like most of us, he probably never wanted his children to go through the same experiences.

It looks to me like he got that wish. I see a son who has never worked beside us in the trenches, leading our futures from behind a desk, someone who will call ANYONE who has a vision that varies from his policies a SCAB. The Teamsters Union is not a kingdom, and no man or woman has the right to lead us simply because their father deserved our respect.

Vote your heart. You know what is right. When we are old and no longer able to work, we will look back and see what we are doing now with either pride or regret. It would be nice to do that with a real pension.

Patrick Lamb
Local 206, Kroger/Fred Meyer
Portland, Ore.

Hoffa Jr. Losing Sr.'s Victories

It is an ironic twist of fate with possible serious consequences for hard working Teamsters. Jimmy Hoffa Sr. oversaw the rise of the Teamster national contracts. Jimmy Hoffa Jr. seems determined to oversee the demise of those very contracts.

Mark Graham
Local 604, Cassens
St. Louis

Leaders Need to Reflect the Union

Teamster Brothers and Sisters: Hoffa overruled the 24-month requirement to run for office in Local 631 for Jackie Presser-era anointee as Secretary Treasurer, Edmund Burke. Surely members with real service to their country and fellow citizens should not be disqualified by double standards

from the IBT. These selective rules for the hierarchy will be dealt with when we elect a real Teamster. A REAL TEAMSTER, Tom Leedham, not fake old tough guys with organized crime entanglements.

Bruce Swearington
Local 631, Convention Industry
Las Vegas

Subcontracting Breaks Solidarity

Why does the UPS driver have to sit in the UPS yard waiting for subcontractors to bring UPS doubles from across the country? Subcontracting is everywhere. It is a violation of the contract, isn't it? The top Teamster officials are being paid to enforce the contract, but they all pass the buck to the local where the subcontracting occurs. "Not enough people wanted to drive tractor trailers in our area, so the local let them out-source." One union, right? Cooperation? If we work together to solve the prob-

lem, maybe more people would be interested in becoming Teamsters.

Michael D. Sherar
Local 25, UPS
Boston

Thanks to Activists

Thank you very much, TDU, for all you do to reform, strengthen and build our union. It does give me hope that the Teamsters and all its benefits will be around in the future. All of you at TDU, keep up the good work!

In solidarity,
John Landgraf
Local 364, retired
South Bend, Ind.

TDU International Steering Committee

Co-Chairs:

Dianne Bolton, Seattle Local 174
Joe Fahey, Milwaukee Local 200
Michael Ruscigno, New York Local 802
Michael Savvoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Matt Latzo, Washington Local 639
Bob McNattin, Minneapolis Local 120

Members:

Richard Berg, Chicago Local 743
Nichele Fulmore, North Carolina Local 391
Frank Halstead, Los Angeles Local 572
Larry Macdonald, Atlanta Local 728
Ernesto Perez, Los Angeles Local 396
Sandy Pope, New York Local 805
Mara Quiara, Puerto Rico Local 901

Alternates:

D. E. "Ed" Michael, Salem, Ill., BLET Div. 724
John Walsh, Seattle GCC Local 767-M
Gary Brooks, Chicago Local 705

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Nov. 2005 for one year. Our Rank & File Convention had 300 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



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Interview with an Activist

BLET Members Going for Right to Vote

Members of the Brotherhood of Locomotive Engineers and Trainmen (a division of the Teamsters Rail Conference) will soon have the opportunity to vote for an important change to their bylaws. On April 19, a ballot was sent to every member to ask if the election of National Officers should be changed to be "one member, one vote." Currently, national officers are elected by delegates at the BLET Convention, the same way Teamster International officers used to be elected before TDU won the Right to Vote.

One of the architects of this referendum is W. L. Morris, an officer in the small Division 316 with about 60 members who work for the Norfolk Southern in Georgia. *Convoy Dispatch* spoke with Morris to find out more about this watershed election.

Convoy Dispatch: How did you get the idea for this initiative?

W.L. Morris: At the 1996 and 2001 BLE Conventions, the idea was presented, but shot down by the Resolutions Committee. So this time, we decided we would go right to the members. Our bylaws give us the power of initiative, which means that any member can put an idea out there and if divisions representing 25 percent of the members approve, then the membership gets to vote on the idea. It took us one and a half years to research and figure out the best time to present it. We put it out in October and used the telephone and internet as the main communication. We think this initiative is going to break up the Good Ol' Boy system—the one where you can't get into the club unless you are allowed in.

CD: How many people were involved at first?

WLM: Two. Myself and our dele-

gate, Hugh Sawyer. Hugh prepared the wording. We had the support of our division and as word got out, people around the country asked what they could do to help.

CD: How do you think direct elections would change the BLET?

WLM: The change would make officers directly accountable to the membership. Now, National Officers only have to get support from a handful of different General Chairs to get elected. They are elected by delegates, but the delegates rely on advice of General Chairs for who to vote for.

Under our initiative, delegates would come back from convention to their home divisions and let members know about the nominees, give the membership information, and then members would make up their own minds.

CD: What problems would it solve?

WLM: It would get the membership back involved through the opportunity to vote, and it would give elected officials more power in negotiating and speaking for the membership. Right now, the carriers know that the National Officers, in many cases, don't really have the support of the rank and file, so it would give us much more strength. We need that strength to fight against single-employee operations, pension and wage cuts, and other attacks on our jobs. Railroad companies are enjoying record profits, but they aren't feeling enough pressure from the unions to pass that on to us.

CD: Would it create any problems?

Well, according to the opposition, it would cause the sky to fall in. It is going to be a growing process, especially in informing members about initiative details, but other than that, no.

CD: What were some of the obstacles you have run into?

WLM: Some General Chairmen and

the National Division came out with an opposition stance. When we got the right to put out ballots we requested that they be sent out immediately, but the National Division wanted to wait until the last minute. They told us they wanted the

"Our biggest resource is the support of the people."

opposition to be able to send a letter with the ballots. They said we would have the same right, but when we sent in our letter, they edited out parts they didn't like.

The financial resources the National Division can put into opposition far outweigh those Division 316 can summon. Therefore, the initiative has to rely on the time and effort of supporters.

CD: What kind of response have you gotten from the rank and file?

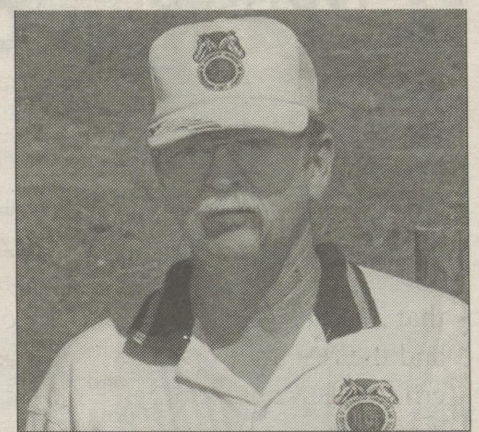
WLM: Once members heard that we had achieved the goal of getting a referendum, numerous members responded with congratulations and said that they were looking forward to being able to vote. Even some that were in opposition of the initiative sent congratulations.

CD: What kind of responses have you gotten from the General Chairs?

WLM: Most of them feel that it's not for them to decide—that it's up to the members what to do. Others have been flag-waving in opposition. Many are afraid this right to vote for National Officers will trickle down to the General Committees. One Vice-General Chairman said he was afraid he would be held accountable to the membership.

CD: Has the National Division made any comment?

WLM: No, not publicly. You would think they would support it because of the statements they make in newsletters and press releases about membership involvement. It is okay for the membership to pay for golf trips, pensions, car



allowances, five-star hotels and the bloated salaries of officials, but when it comes to paying for a referendum on the right to vote for officers, many of those receiving these benefits say the initiative would cost too much money.

CD: What is needed to get the initiative passed now?

WLM: The membership needs to rally behind it, and I believe they will. But many members have not even been informed about it yet, so we need to expand our grassroots network to get the word out.

CD: How did you find the resources to push this initiative?

WLM: Division 316 is frugal. Instead of spending money on lost time, meal allowances, etc., we saved money and spent it on this initiative. We feel dues money should be spent totally in the interest of the membership.

CD: Do you have advice for other rank and file members who want to use the initiative process?

WLM: Our biggest resource is the support of the people. Get a good support base; it's more important than money. Cross all T's and dot all I's.

We made mistakes in not requesting that the ballots for the initiative be counted by neutral entities, and not pushing for phone instead of mail ballots. Also, stay focused on what you are trying to accomplish and do not let the opposition distract you.

BMWED Also Working for the Right to Vote

Teamster Rail Conference Brotherhood of Maintenance of Way members are proposing an amendment to their bylaws that would provide for the Right to Vote for BMWED National officers. The officers of the Pennsylvania Federation Division submitted the amendment for consideration at the BMWED June convention being held in Las Vegas the week prior to the IBT's.

If accepted by the delegates, the first election would be held in 2007. The officers elected at that time would serve for three years; all officers elected thereafter

would have four-year terms of office.

The amendment proposes that the BMWED *Journal* would provide basic biographical information about each candidate as well as publish candidates' position statements on an equal basis.

This amendment comes from a Federation that has long been known for its efforts on behalf of working members. If it succeeds it will buoy efforts across the entire Rail Conference for greater accountability from their leadership, and stronger membership control of the union.

Save the Date!
TDU Convention
September 22-24
Cleveland

**Get the tools you need to bring
 democracy to our union.**

Special Report: Membership Dues

Hoffa Rep Gives Members' Money to Wal-Mart

Hoffa International Rep Rick Middleton, who also heads Los Angeles Local 572, has a little explaining to do. Middleton has invested \$20,000 of members' dues money in the notorious union-buster Wal-Mart.

Many members of Local 572 who work in the grocery warehousing and distribution industry have been hurt by Wal-Mart's predatory practices and low wages. Why is Middleton putting their money into Wal-Mart?

Ironically, three years ago Middleton was named co-chair of a Teamster anti-Wal-Mart committee.

TDU uncovered this information on Local 572's new LM-2 financial report, which includes a list of all investments over \$5,000. Local 572 has put about \$200,000 of members' money roughly equally into the stocks of ten corporations, including J P Morgan, IBM, Hewlett Packard, and...Wal-Mart!

Hoffa and his campaign supporters like Middleton recently spread the ridiculous lie that Tom Leedham is funded by Wal-Mart. The Hoffa Campaign circulated smear materials, but did not even file an election protest let alone a complaint

with the Department of Labor.

Why didn't the Hoffa Campaign turn over its evidence? Because it doesn't exist. The Hoffa smear about Leedham and Wal-Mart is just dirty politics—a big lie with no basis in fact.

The fact that a Hoffa International Rep is signing over members' money to Wal-Mart is indisputable. Middleton's own financial report with his signature on it proves it. You can review it yourself by doing a search on the DOL website for Local 572's LM-2 (or contact TDU).

If someone tries to tell you that Middleton was just buying a share so he could get the stockholders' report or participate in stockholders actions, let them know that one share would do the trick. Wal-Mart shares are trading at \$46, not \$20,000!

How about it, Hoffa. Could you ask your staff to pull Teamster members' money out of Wal-Mart?

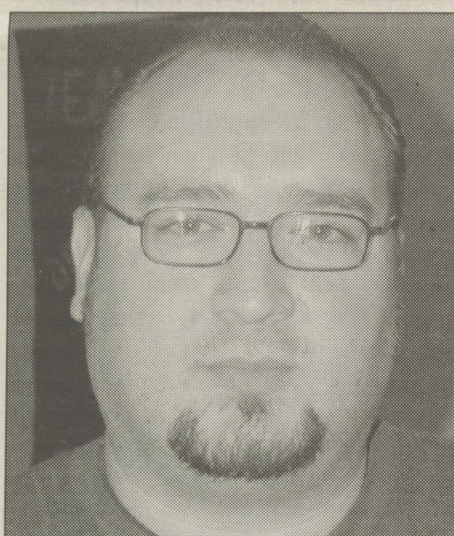
The data for this article come from forms filed with the Department of Labor. You can view them on the DOL website or call TDU for a copy.

"Wal-Mart is hurting the Teamsters and all of organized labor.

"When our local officials invest thousands of dollars into Wal-Mart, it sends a mixed message to the membership. Our members should not shop there and our local unions should not invest there.

"The International should be coordinating with locals and the strategic campaigns department about appropriate and necessary investing and not allowing locals to invest thousands of dollars unnecessarily into Wal-Mart."

Frank Halstead
Local 572, Ralphs
Los Angeles



150,000 Lost Under Hoffa Membership Declines

Teamsters Union total membership, including three recently-merged unions, is 1,396,000.

This figure, however, includes the three autonomous unions which have affiliated with the Teamsters: the Brotherhood of Maintenance of Way Employees (34,367), the Brotherhood of Locomotive Engineers (52,658), and the Graphic Communications International Union (62,261).

Thus the Teamster membership, aside from the new affiliates, has fallen to 1.247 million.

These unfortunate facts are the reported membership for the four unions at the

end of 2005, taken from their LM-2 financial reports.

The serious membership loss under the Hoffa administration continues, despite the promise that the big dues hike would deliver "Teamster power" and a successful organizing program.

Organizing is not easy in today's environment, but can be done and is being done by other unions that operate in service industries, as the Teamsters Union does. Trucking and most other Teamster core industries are not shrinking, but growing. Our union needs the plan, leadership and resources to meet the challenge.



The High Cost of Hoffa's PR Men

The 2005 financial reports for Teamster affiliates, including the International, are finally public. These LM-2 reports reveal for the first time the astonishing high cost of Hoffa's PR.

Three consultants alone were paid nearly two million in members' dues money—not bad money for non-Teamsters who didn't bargain a single contract, settle a single grievance, or organize a single member into our union.

Two of the richest PR fatcats are Greg Tarpinian and Richard Leebove. Tarpinian got \$471,636 in members' dues.

Leebove made off with \$301,379. Both worked for numerous local unions as well as the International. As the LM-2 filings for more locals become available, these figures will likely rise even higher.

Tarpinian gets big money for writing Hoffa's speeches and producing PR videos. Leebove is Hoffa's long-time designated attack dog and media man. In 2005 he was paid big money to attack members who were organizing against pension and benefit cuts. He's also on the payroll of—you guessed it—the Hoffa Campaign.

Tarpinian and Leebove have been on the Hoffa payroll for years. Their Teamster income is available for the first time because of changes in Department of Labor report filing requirements.

\$1 Million for One Press Release

But as much dues skim as these guys get, Ed McDonald did them one better. McDonald took in a whopping \$727,299.

McDonald's assignment? To attack Ed Stier, the former Teamster anti-corruption director.

Hoffa hired Stier for five years to run the RISE program—but then pulled the plug on Stier's activities when he started to investigate organized crime influence in Hoffa's Chicago power base. After Stier and the RISE staff resigned from their jobs in protest, McDonald was hired to do a job on Stier.

McDonald was also on the IBT payroll in 2004, but those consultant fees were never disclosed. He almost certainly made more than \$1 million in all.

McDonald doesn't just make money from members' dues. His website lists his clients, including "...a member of the Saudi Royal family, the former chairman and deputy chairman of the Russian Securities Commission, the Mayor of Bridgeport, Conn., and many other businesses and individuals throughout the world. He has regularly represented one of the nation's largest waste management companies [major Teamster employers!]"

So nearly \$2 million in Teamster dues money went to these there non-Teamsters in just one year.

That \$2 million a year would put 20 full-time organizers in the field working to organize UPS Freight and other threats to our union.

But then who would puff up Hoffa or run smear campaigns against members who are fighting pension cuts or investigators who blow the whistle on corruption in the Hoffa camp?

UPS Members Question Early Bargaining

Many Teamsters express concern when asked for their reaction to the International Union's recent statements about early contract talks with UPS.

Broken promises, the benefit cuts, the lack of contract enforcement—these and other concerns are front and center for members.

And if UPS has agreed to the talks, as they most certainly have if the IBT has floated the idea publicly, what is in it for them? Whatever else they have up their sleeve, an early contract in 2006 or early 2007 would avoid any potential rancor during UPS's 100th anniversary in 2007, and

would be a major gift to UPS.

Member concern may be justified but Teamsters know it won't bring about change.

We need to be making demands on Hoffa and building pressure for major contract improvements—whether the contract comes around in 2008 or earlier.

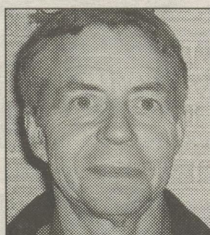
Toward that end TDU has asked some veteran UPS Teamsters to speak out on the early contract idea and its ramifications.

Convoy invites you to weigh in on the discussion. Contact tdu@tdu.org or call (313) 842-2600 to share your thoughts on early bargaining.

"What's in it for UPS? What are we giving, what is UPS taking? Is this the start of another 'best contract ever?' We know what we got in 2002 and that contract hasn't delivered on what was promised. Do we really believe Hoffa and Hall will do any better with this latest PR move?"

"I see what's in it for Hoffa. It makes it look like he's responding to the real concerns of UPS Teamsters. It's nice to know the IBT's paying attention to their polls in an election year. Too bad we can't get that kind of focus when it comes to fighting UPS on a daily basis. Wasn't it last May that they called a big meeting in Chicago about taking on UPS on excessive overtime, supervisors working and other issues affecting all of us? What became of all that talk? When was the last time we won a major grievance against UPS? If we can't win the grievances, how are we going to win a better contract? They better have a plan because it looks like they're opening a big can of worms."

Al Hildestad
Local 90, UPS Feeder
Des Moines



Hoffa and Hall: Deal Straight With Members On Pension Fund and Health Benefits

"When the Central States Fund cut benefits in 2003 some of us demanded that Hoffa and the fund turn over financial information, so that members could undertake an independent study. They refused. Then Hoffa announced that the International Union had commissioned its own actuarial study of the fund. No one has ever seen that study either.

"In 2004 I joined with other concerned Teamsters and filed a lawsuit to get reports that the fund had to file with the court overseeing the fund. The IBT and the fund opposed our effort, but we won in the end.

"With reports in hand we learned that Hoffa, Ken Hall and other Teamster officials were aware of the need for higher contribution levels long before they bargained the 2002 UPS contract. When Hoffa and Hall told members and local officials that the new contract would protect benefits, they knew it was a lie.

"Now Hall and Hoffa are talking about negotiating with UPS early for the next contract.

"It's hard to say how any Teamster can trust them at this point. But there is one way they can regain lost trust if they truly want to win a better a contract and not just score some political points—they can share fund valuation information with members so that a truly independent study can be completed.

"How about it Jim and Ken: Will you be honest and straight with members this time, or can we expect more lies and smoke and mirrors from the PR department?"

Tommy Burke
38-Year UPS Teamster
Local 391 Retired, Fayetteville, N.C.



UPS & Downs

UPS Grants Divine Authority to Supervisor

Feeder driver Henry Gallet could not believe that he was being forced to return to work with less than four hours off-duty by Lenexa feeder manager Steve Mitchell. It seems that Mitchell has the divine authority to interpret Department of Transportation regulations as he sees fit. This authority also grants the right to falsify the DOT required Drivers Daily Log, as he compelled Gallet to log off-duty (from Lenexa, Kans. to Clinton, Okla., 12:15 a.m. to 6:45 a.m.), while in the sleeper berth on Tues., March 7, 2006.

Mitchell's divinity has also been noted as he changes work rules, seniority rights, and contract language with impunity. It is rumored that he walks on water in his spare time! Whether divine authority or divine stupidity, Mitchell's above the law management style alienates employees, reduces productivity, and subjects UPS to liability. —**Michael A. Savvoir, Local 41, Kansas City**

Members Demand Philly Local Protect Jobs

Members of Local 384 in Philadelphia are telling their local officers in no uncertain terms that a plan by UPS to replace four established full-time shifter jobs with combo positions is out of the question. It is also a violation of Article 22.3 of the contract, which states that new full-time jobs will be created out of "existing part-time" positions. At least one other local in Philly has signed off on the deal. UPS management continues to try new ways to undermine the creation of full-time jobs, which is no surprise, but the lack of coordination from the IBT in countering these attacks continues to be a factor making it harder for members to defend rights and conditions.

UPS: Best First Quarter Ever

UPS reports first-quarter after-tax profits of \$975million, up 10.5 percent over last year, and revenue of \$11.5 billion, up 16.5 percent. U.S. package volume grew 6.8 percent to 848,000 packages per day. Corporate cash-flow was very strong; free cash was used to buy back more than 11 million outstanding shares of stock.

Air Contract Reopened in Louisville

Local Gives, UPS Takes

You've got to give in order to get, at least that's what some labor leaders say. Local 89 has given UPS a green light to create hundreds more low-paid part-time jobs at the Louisville air facility. The new jobs are part of UPS' relocation of Menlo/UPS Cartage air operations to Louisville from Dayton.

While the new jobs will be union, as they should be, the agreement does not contain any guarantee that many of the 1,500 positions will be full-time.

The UPS Cartage operation is much more akin to typical freight work with the majority of volume on pallets and handled by fork lift. Through the years the IBT has repeatedly rejected efforts by freight companies to create part-time jobs. Freight members struck in 1994 to stop the "part-timerization" of freight jobs. UPS members struck in 1997 and won the creation of 10,000 full-time jobs at UPS. Local 89 and the IBT appear now to be reversing the trend.

The question becomes what, if anything, did Local 89 and the IBT choose to give up in order to make the 1,500 new jobs union?

It appears that Local 89 has given up some other protections. Formerly, members have had the right to bid on positions twice yearly. That will be restricted by new language that says that if you choose not to stay in a new position, you will not be considered for other positions. The

tryout period for new positions is also reduced. Before, members had ten days to make a decision about whether to stay with a new position or return to their old job. Now they will have only five days.

This was supposedly in exchange for the creation of a handful of day-time combo positions (that will come about when the 2006 complement of full-time positions is created in Louisville).

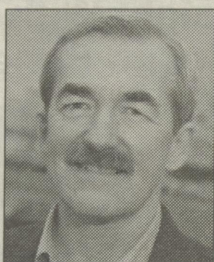
Also given up was a provision that limited the number of six-hour jobs at the Louisville Air Hub to a total of 681. While many people prefer the six hour positions to three hour jobs, they are another way for UPS to avoid creating good, full-time positions at higher rates of pay. For every two new six-hour jobs created the company is supposed to create one full-time position. Time will tell how many full-time jobs actually come about. The number of three-hour positions UPS can use is unlimited.

Give and give and give and UPS gets 1,500 low-paid, part-time jobs at a new operation that it is eager to get up and running (and in the lucrative air operation). And by the way, every time that UPS expands its part-time job numbers it undermines the goal inherent in the full-time job creation of increasing the percentage of good, full-time jobs at UPS.

When exactly will the IBT and Hoffa stop giving and start using our union's power to win real gains and protections?

Taking on UPS from a Position of Strength

Tom Leedham
Candidate for
General President



Hoffa's administration recently announced that our union will seek early negotiations with UPS. The Teamster officers and members I've talked to have all responded with the same questions. Why now? And what's the plan to win?

These are good questions. And as usual, you won't find the answers in Hoffa's PR materials.

The press release says the IBT will push for early negotiations with UPS because "A recent statistical poll of UPS

Teamsters shows that they have major concerns about health care and retirement security."

Apparently, Hoffa is so out of touch that he needed a poll to tell him that members are worried about their benefits!

The truth is Hoffa was aware of the threat to Teamster benefits when he negotiated the last UPS contract. Months before he settled with UPS, Hoffa was warned that the Central States Pension would have to consider cuts unless the union negotiated sufficient increases in employer contributions. The report was buried and members were promised in writing that their benefits would be secure for the life of his six-year "Best Contract Ever." Since then Teamsters

across North America have faced the worst benefit cuts in our union's history.

Other critical problems were also left unresolved. Like strong limits on exces-

UPS may want an early deal to avoid negotiations and a potential work stoppage when FedEx is completing its expansion.

sive forced overtime and the right to organize UPS's nonunion operations, which now include Overnite.

It's not surprising that Hoffa's "Best Contract Ever" failed to deliver what he promised. He gave up critical leverage by settling two weeks before the contract expired. As someone with 20 years of experience negotiating industry-leading contracts, I can tell you that's not how you get the employer to put its best offer on the table.

Now Hoffa says he'll get the job done through "early negotiations." There's been no indication whether the contract will be opened with the right to economic action by our union.

UPS management may be interested in early talks for its own reasons. UPS's main rival FedEx plans a major expansion for 2008.

UPS may want an early deal to avoid

negotiations and a potential work stoppage when FedEx is completing its expansion—especially a deal at the right price.

How short would Hoffa be willing to settle this time? The Hoffa administration's statements on early negotiations don't say a word about organizing UPS Freight—and winning card check recognition and management neutrality. Nor is there any mention of relief from excessive overtime, stronger protections against subcontracting and supervisors working, or other critical work rule issues.

Coming off the 1997 UPS strike, Hoffa had the strongest bargaining leverage we've ever had with the company. Why would anyone expect better results from Hoffa now when the pension cuts and the Overnite acquisition strengthen management's hand?

The strange timing of Hoffa's announcement has many members saying that Hoffa's "campaign" to "force" UPS management into early negotiations is just an election year tactic. I'll leave it to Teamsters to decide for themselves if Hoffa is playing politics with the UPS contract.

The bottom line is, whenever we begin negotiations with UPS, we need to do so from a position of strength. This contract belongs to Teamster members—not to any General President. We've all got to fight for it together.

Delegate Election Roundup Hoffa Loses in Home Local

The United Teamsters Against Hoffa Slate swept all six positions in the convention delegate race in Pontiac, Mich. Local 614—the home local of General President James Hoffa.

Hoffa hand-picked Local 614 and transferred his membership there because he considered it safe territory. But Teamsters have turned against Hoffa in his adopted home local.

"It's time for Jimmy to get out of there. We need a union man running our International, not a lawyer who's never made a living driving a truck or working on a dock or doing other Teamster work," said Robert Tibbals, a USF Holland road driver and elected delegate on the UTAH Slate.

Hoffa's defeated slate was led by International Representative Earl Walker and Karen Lankford, the Hoffa 2006 Campaign Treasurer.

Key issues on the UTAH platform were pension cuts and the dues increase. But this is one race where the slate name defined what was at stake in the race.

Hoffa's own local is carried by a slate called United Teamsters Against Hoffa. It doesn't get any clearer than that.

Memphis Voters Defeat Hoffa Running Mate

A slate of working Teamsters swept the delegate race in Memphis Local 667, defeating Hoffa running mate and International Union Trustee Henry Perry.

Hoffa aggressively backed his running mate, endorsing him in a glossy campaign mailer that was sent to every Local 667 member. But Hoffa's support proved to be the kiss of death.

Three of the four members of the losing slate are Hoffa appointees.

"Teamsters here in Memphis don't want Hoffa or anyone associated with him" said K.W. Phillips, a Roadway driver and newly elected convention delegate. "They thought that Hoffa's support would boost him up. Instead it dragged them down."

Rail Teamsters Need Change

"Rail engineers and trainmen face vicious attacks from their employers. If we're going to meet the challenges we face in the rail industry, then we must make change in our union," said Ed Michael, a Union Pacific rail engineer and Teamster in the BLET.

Michael, a member of the TDU International Steering Committee, was recently elected convention delegate along with alternate delegate Brad Thompson.

Rail Teamsters are up against the most serious threats ever to their job security—from job-killing remote control technology to an employer drive to limit staffing to one crew member. Employers are also pushing to slash members' benefits.

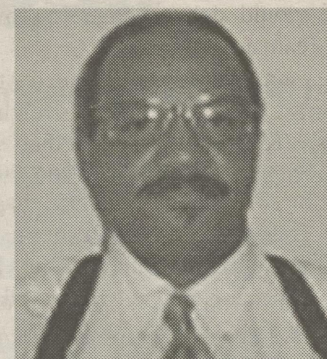
"When our union merged with the Teamsters two years ago, members like myself hoped that Teamster Power would give us the strength we needed at the bargaining table and in Washington," Michael said. "But the carriers have handed us the nastiest contract proposals ever, and our leadership can't seem to muster up a fight. The potential for power is there, but right now it is being squandered away."

Michael supports a grassroots initiative to give engineers and trainmen the Right to Vote for the national officers of the Brotherhood of Locomotive Engineers and Trainmen.

"We're also looking ahead to the IBT election and the chance to elect Tom Leedham," Michael said. "We must have leaders who will fight hard against our employers' vicious attacks."

"Teamsters here in Memphis don't want Hoffa or anyone associated with him."

K.W. Phillips
Roadway
Local 667 Delegate



96 Percent from Officials

Multiple Salaries Fund Hoffa Campaign

As of Jan. 31, the Hoffa campaign reported raising nearly \$1 million. Incredibly, some 96 percent of the money is from Teamster officials, and 30 percent is directly from Hoffa staffers and appointees, with much more from their own appointees and associates.

Of \$987,000 raised, \$784,000 (80 percent) came from donations of over \$500, and 61 percent came from donations of over \$1,000. Only four percent came from donations under \$100, where rank and file Teamsters enter the picture.

\$282,000 came directly from persons who get paychecks signed by James Hoffa and Tom Keegel, on the IBT payroll. Many of them in turn collected bundles from their own appointees.

When Hoffa first ran for office, he could rally working Teamsters—inspired by the memory of a growing Teamsters Union under his father—to chant his name and donate. Very few working Teamsters are interested in doing either anymore, so he relies on his extensive network of payrollers.

Check out the Tom Leedham Strong Contracts, Good Pensions Website at www.leedham2006.org

Teamsters Will Have Choice in 2006

Tom Leedham Tops Delegate Mark to Secure Nomination

Delegate elections continue as *Convoy* goes to press, but one key outcome has already been decided. Tom Leedham will have the necessary votes to be nominated at the 2006 Teamster Convention.

"Teamsters will have a choice in the 2006 election thanks to the thousands of members who ran for delegate and supported delegate campaigns," Leedham said.

Delegates who have pledged to nominate the Tom Leedham Slate come from every region and jurisdiction, including the recently merged unions.

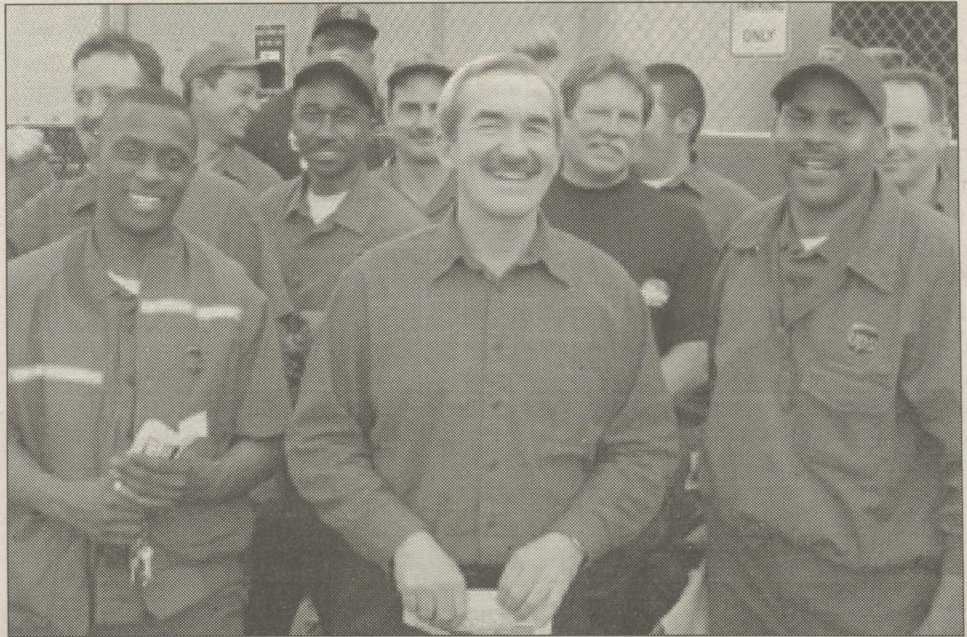
"A growing number of Teamster leaders know that our union needs a change of direction if we're going to meet the

challenges we face. We will continue to reach out to Teamster officers and members who feel shut out by the Hoffa administration," Leedham said.

The Hoffa Campaign coordinated a nationwide effort to deny members a choice—and openly bragged on their website about their efforts to keep the Leedham Slate off the ballot.

"Hoffa tried hard to block any election. He poured money into local delegate elections to keep any opposition off the ballot, but he failed," said J. Dennis, a delegate from Kentucky Local 89, who will support the Tom Leedham Slate at the convention.

"The decision about our union's direction and leadership will be where it belongs—in the members' hands," said Local 805 President Sandy Pope, a candidate for Vice President At-Large.



Tom Leedham (center) with UPS Teamsters in Atlanta.

Hoffa's Vegas Lounge Act

In June 2006, Teamsters from every local will meet in Las Vegas for the International Union Convention. If the 2001 convention is any guide, members should be wary of Hoffa's glitzy Vegas lounge act.

The Hoffa Unity Promise

In 2001, Hoffa controlled the vast majority of the delegates and they rubber-stamped his proposals. Speakers crowed that Hoffa unity had restored our power and would deliver huge improvements for Teamsters.

Tyson Johnson guaranteed "the best contract in history for our freight members." Ken Hall bragged that at UPS, "We're going to finish in 2002 what we started in 1997." Another Hoffa delegate boasted that because of Hoffa unity, "We will not lose our pensions. We will not lose our health and welfare to UPS."

Hoffa declared, "I promise you that if reelected I will end government control of the Teamsters Union. That I promise you, that will happen."

Hoffa also said, "I am not a man who makes idle threats, but today I promise you that if I am elected, we will defeat Overnite. That will happen."

It was all great election-year theater. But once the ballots were counted, the script changed. Hoffa pulled the plug on the Overnite strike and on his anti-corruption program. He raised our dues without a vote. His "Best Contracts Ever" cut the pensions and benefits of hundreds of thousands of Teamsters.

Why Didn't Hoffa Unity Deliver?

Why did Hoffa's unity fail to deliver the power he promised? More than 90 percent of the delegates backed Hoffa—many because they sincerely believed that uniting behind Hoffa would strengthen the union. So what happened?

What we all learned from 2001 was that it takes more than tough talk and rub-

ber-stamp unity to beat the employers. It takes strong leadership, mobilized members and a plan to win. Some delegates tried to make this point in 2001.

After the Convention passed a unanimous resolution saying the union would "unite for victory" at UPS, Local 559 Secretary-Treasurer Tom Gilmartin proposed that the Convention "send a message of strength by building a strike fund to get ready to take UPS on with more than resolutions."

Hoffa ignored Gilmartin and said, "Now we're moving on." Instead of building a credible strike fund, he went on to settle the UPS contract two weeks early and set a pattern of weak national contracts that gutted members' benefits.

What's On Tap in 2006?

With the majority of delegates once again in his pocket, Hoffa plans to replay his Vegas lounge act this June.

Hoffa knows that Overnite, pension cuts, and declining union power have sunk his approval rating to an all-time low with Teamster members. He will pump out PR, videos, speeches and tough-talking resolutions—all funded with our dues dollars—to convince members that he is poised to take action.

We'll be told that our union is launching campaigns to organize our nonunion competitors and to win a strong contract at UPS through early negotiations. We'll be promised that Hoffa will fight for our pensions and health benefits at the bargaining table and in the halls of Congress.

Teamster members want and need our union to organize the unorganized, win strong contracts and fight for our benefits.

We have a responsibility to do our part and get involved to make that happen. In return, we have the right to expect our union leadership to present a clear plan to win—not just slogans.

I Supported Hoffa But His Leadership Has Failed

"I supported Hoffa at the last convention. The idea was to strengthen the union by all of us coming together. But uniting behind Hoffa didn't put more power behind the locals or the members. Instead, it's become all about Hoffa and the top officials in his administration—not about the union or the members."

"We have failed in our mission since 2001 because of a lack of leadership from the top. A real leader brings people together and makes a team. Jimmy Hoffa thinks Teamster leadership is about him pretending to be his daddy. He's got a politician's mentality, a celebrity mentality—not a Teamster mentality."

"Hoffa has no relationship with the membership or the local officers he's supposed to be leading. He's too busy talking to consultants to talk to a Teamster. Membership apathy is at an all-time high in this union because Teamsters aren't given any real role in our union. That's what's giving employers the upper hand."

"Hoffa can put on whatever show he wants in Vegas. Teamster members will tell you they've had enough of Hoffa's act and so will most officers when they're talking to you on the level. Our job at the convention is to give members a choice in the election. I'm confident they'll set our union on a new course come November."

John Thyer, Candidate Central Region Vice President
Secretary-Treasurer, St. Louis Local 604



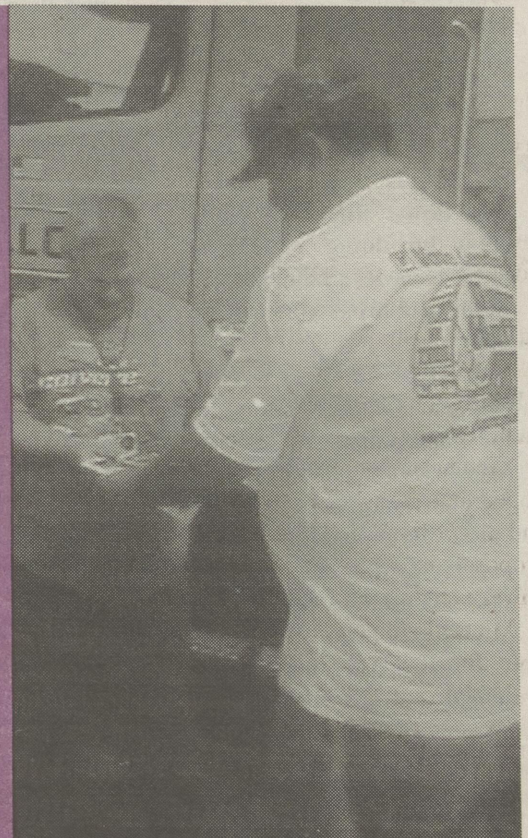
Teamsters Spread the Word

"My route takes me from Memphis to Texas. I always keep a stack of Dump Hoffa stickers with me, and I'm usually wearing one of my Leedham shirts."

"I talk to road drivers from all over the Midwest and the South. Up and down I-30, they tell me the same thing: 'We've got to dump Hoffa now, and we'll do whatever we can to help.'"

"I bring extra stickers, t-shirts and leaflets with me—and ask drivers to spread the word."

Ron Vonglis
Local 667, Yellow
Memphis



Setbacks for Hoffa Tradeshow Director

Local 82 Teamsters Win Democratic Changes

Local 82 Teamsters in Boston overwhelmingly voted to approve a series of bylaws amendments to give members a stronger voice in the local. More than 140 members turned out to the local union meeting on March 26 and voted by huge margins in favor of the reforms—an impressive turnout given that the local only has 650 members.

The bylaws changes establish sweeping new rights for Local 82 members, including:

- The right to elect shop stewards.
- The right to elect rank-and-file representatives to contract negotiating committees.

- The right to an informed vote on contracts, including the chance to review all proposed contract changes in writing before any vote.
- The right to fair local union elections that are conducted by mail ballot and supervised by an impartial outside agency.
- The right to a membership vote to approve proposed officers' salaries.
- The right to veto who the local executive board names as trustee to the union's benefit funds.

"We want to put more decisions in the hands of the members," said Joe Wright, a commercial mover who helped intro-

duce the bylaws reforms. "When people feel like they're just being dictated to, they stop coming to union meetings. We want members to feel like their voice counts so they get involved and our union gets stronger."

The overwhelming Yes vote was a slap in the face to Hoffa Trade Show Director and Local 82 Secretary-Treasurer John Perry, who strongly opposed the changes.

It was a bad week for Perry and a good week for the rank and file. Earlier in the week, Perry's slate failed to carry the vote in the local's convention delegate election, managing only a split with the Teamsters for Change Slate. Perry won the delegate slot. But the alternate delegate position was won by shop steward and TDU member Kevin McNiff.

In the 2001 International election, Perry delivered 95 percent of the Local 82 vote to Hoffa. But the tide has clearly turned. Close to 100 members of the local have joined TDU in the last year and they

are working together to elect Tom Leedham and to reform their local.

The bylaws changes will now be submitted to General President Hoffa for approval.

Members Bill of Rights

- ✓ Elected Shop Stewards
- ✓ Elected Reps & Negotiators
- ✓ Informed Contract Votes
- ✓ Fair Elections
- ✓ Vote on Officer Salaries
- ✓ Veto Power on Benefit Fund Trustees

Ask the Teamster Troublemaker

Retaliation Against Stewards

Dear Teamster Troublemaker: The union has been weak at my job for a long time. The shop steward and I have been trying to bring members together to enforce the contract. Now management is cracking down. They gave the shop steward and the assistant steward (me) a letter threatening us with discipline, up to termination. Management said the shop steward is "too aggressive" because he raised his voice to a manager.

When management gave us the letter, all our business agent could say was, "I'll have to look into this." Since then, we've heard nothing.

Not sitting down and taking it in New York

Dear Not Taking It,

This Teamster Troublemaker says if management is trying to shut you down like this, you must be doing something right. Now let's talk about your rights and what you can do about this.

First of all, it is a violation of the National Labor Relations Act (NLRA) for management to harass, threaten or punish you or your steward in retaliation for your union activities. The time for a strong union response is now—while management is still trying to build its case against you, not after they've taken disciplinary action.

You can file an unfair labor practice charge with the NLRB. But it would be better if your local filed it on your behalf.

This isn't really about you and the shop steward. It's about the company try-

ing to block members from enforcing their contract. All members have a stake in this and you should try to get them involved. You might want to consider a rank-and-file petition that calls on your business agent to file NLRB charges. If management sees that their threats are backfiring and creating more unity, they may back down.

As far as management's problem with your "aggressive" steward: under the NLRA, stewards are considered equals when they are engaged in representational activities with management. This "equality rule" applies when you are in a grievance hearing, investigating a complaint etc. Your steward has a right to raise his voice to management provided that he's acting as a steward and not an individual employee.

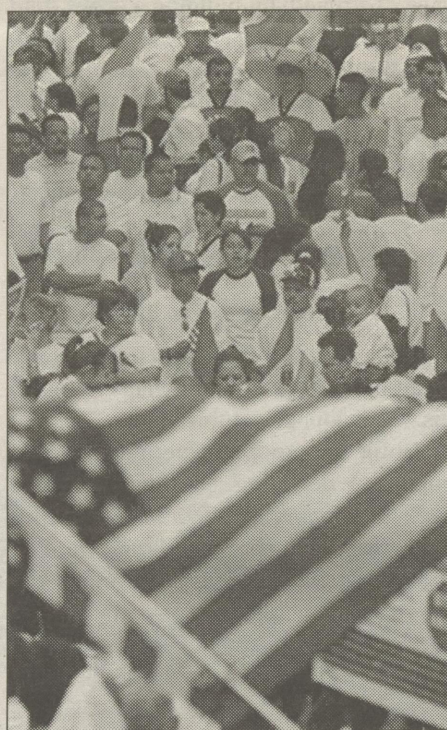
But be careful. The equality rule is not in effect when the steward is talking to management about his individual job performance. Being a steward doesn't give you free reign to tell management off anytime you want—no matter how tempting that may be.

Who is the Teamster Troublemaker?

Employers are quick to label any Teamster who sticks up for the contract or questions management's authority as a "troublemaker." Ask the Teamster Troublemaker is a column dedicated to spreading the information that "troublemakers" need to enforce members' rights and build a stronger Teamsters Union.

If you have question or comment for the Teamster Troublemaker, call TDU at (313) 842-2600 or email us at info@tdu.org.

Teamsters Support Call for Immigration Reform Legislation



Hundreds of thousands of immigrants have held marches across the United States in a call for more favorable immigration legislation.

Supporters of immigration reform have marched by the hundreds of thousands this month, holding rallies in cities across the U.S.

The Teamsters Union is putting its weight behind the growing movement for legislation to make it possible for undocumented immigrants to legalize their status and become U.S. citizens.

More than twelve million undocu-

mented immigrants are part of the U.S. workforce. It's an open secret that employers take advantage of undocumented workers' fears to drive down wages and break union organizing drives.

That's why the Teamsters Union, and organized labor in general, supports "earned legalization" legislation that would enable undocumented workers to become U.S. citizens.

Under proposed legislation, undocumented immigrants could receive citizenship only if they achieved a number of goals, including paying a fine, passing a background check, paying any back taxes owed from pay earned in the U.S., and then waiting to apply for citizenship behind any legal immigrants currently applying.

The IBT opposes another aspect of proposed immigration legislation—the creation of a "guest worker" program that would allow immigrants to legally enter the country to work on a temporary basis.

In a statement on the issue, Hoffa said that "Time and again, it has been proven that guest worker programs lead to the exploitation of workers. These workers are captive to their employer and often exploited. Guest workers are often times paid less than their U.S. counterparts, which brings wages down for everyone."

The goal of union-backed immigration reform is to stop employers from exploiting immigrant workers and to make it easier for all workers to fight for better wages and benefits and for nonunion workers to organize.

Members Fight for Affordable Health Care With Contract Campaign and Solidarity

Seattle Sanitation Workers Also Demand Limitations on Forced Overtime

Waste industry giants have declared a nationwide war on Teamster health benefits.

Waste Management, the world's largest waste corporation, is trying to shift the cost of healthcare onto employees and force Teamsters into inferior company medical plans. Other waste companies are following suit.

Members of Seattle Local 174 are showing how Teamsters can fight back with solidarity and strategic contract campaigns. As *Convoy* goes to press, 600 sanitation Teamsters have reached tentative agreements with two companies that will lower their out-of-pocket healthcare expenses by 90 percent.

"The rising cost of healthcare has been killing us," said Troy Armes, a Teamster at Waste Management. "Under the tentative agreement, we'll go from paying \$274 a month to just \$30 a month for family coverage."

The tentative agreements include new language that protects workers from excessive forced overtime and provides double-time pay for excessive overtime.

They provide enough money that members' health care costs will be capped at \$30 a month for the life of the agreement and also provide for significant wage and pension increases. Local 174 Teamsters currently make \$24.45 an hour, before the contract raises.

"Sanitation Teamsters work hard under difficult conditions. They deserve good, affordable healthcare and the right to quality time with their families at the end of the workday," said Secretary-Treasurer Dan Scott. "Those were our key issues and we mounted a campaign to win on them."

Contract campaign

Members leveraged these improvements by mounting a strategic contract campaign that began six months before the contract expired and by building solidarity, both within the Teamster ranks and with the public.

Members from both Allied and Waste held joint meetings to build unity around their priority demands.

They reached out to fellow Teamsters who were fighting healthcare concessions at Waste Management. Striking sanitation Teamsters from Washington D.C. and New York City spoke at a rally in Seattle.

Local 174 members promised to respect the picket lines if they were extended from the East Coast. Members at Waste Management wore "Extend the Respect" stickers to work and held parking lot meetings to send management a message.

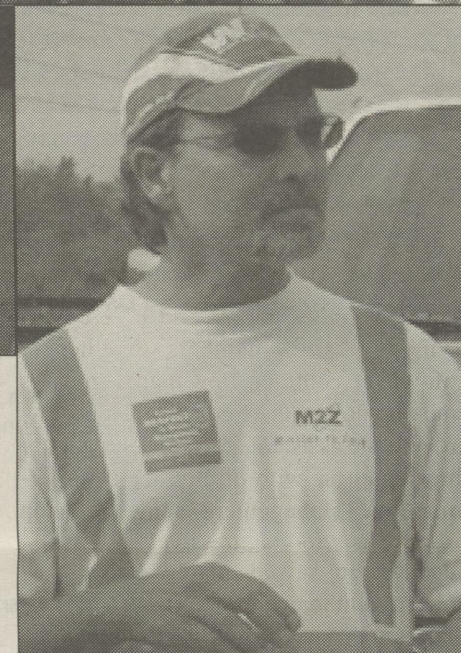
Local 174 also built community support. The local launched a website, www.talkingtrashonline, and aired TV commercials highlighting members' right to affordable healthcare and time with their families.

As the contract expiration approached, political and religious leaders rallied with Local 174 Teamsters to support their demands.

Solidarity at the Strike Deadline

With a strike looming, management at Allied Waste offered members an agreement that would keep them in a top-of-the-line Teamster plan. Waste Management continued to drag its heels.

Local 174 held strike preparation



Top: Secretary-Treasurer Dan Scott addresses one of the mass meetings called by Local 174 to build solidarity between sanitation workers from different employers.

Right: A Local 174 wears an "Extend the Respect" sticker to tell the company he will respect any picket lines extended by strikers in the East.

Above: Seattle Teamsters built community support through media and the Internet.

meetings and made it clear to Waste Management that members would walk if the company didn't match Allied's offer.

The parties met one final time on Easter Sunday—the day before the strike deadline. Waste Management not only matched Allied Waste's offer, they added more money to it.

Local 174 members had made a pact that the contracts at the two companies had to be equal. Members' tough stand at

Allied had helped the workers at Waste Management win a better deal. Now it was time for Allied Waste to up their offer to avert a strike.

Solidarity ruled the day. Minutes before a mass meeting, Allied added the extra money to their offer.

Members will vote on the tentative agreements in the coming weeks. But first, all members will have a week to review a complete copy of the proposed

Solidarity + Coordination = Power

The IBT Needs to Coordinate Nationally to Win Affordable Healthcare

The fight by Local 174 Teamsters shows that coordination and solidarity can beat back employer demands for healthcare concessions. The attack on Teamster health benefits is national, strategic and coordinated. The fight back has to be the same.

As we go to press, Waste Management Teamsters are on strike in New York City fighting for affordable healthcare. Members in Washington, D.C. were recently forced to end their strike and accept healthcare concessions at Waste Management. More Waste Management

Teamsters will face giveback demands in the coming months as their contracts come up for bargaining.

Our International Union needs to apply the lessons of Seattle and fight the national attack on our health benefits with coordination, solidarity and a plan to win.

It's not just Teamsters in the waste industry whose benefits are on the line.

Members of Local 1150 in Sikorsky stood strong during a six-week strike at the military contractor—but ultimately were forced to accept healthcare givebacks. The IBT held a major rally at Sikorsky and coordinated some political pressure—but these efforts were not launched until after members were already out on strike. Teamsters who

stand united like the members of Local 1150 deserve to be backed by thorough strike preparations and a plan to win before they're called into the street.

Coca-Cola is another major Teamster employer that is demanding that members leave Teamster benefit plans and pay for a percentage of company healthcare plans. Too often local unions are left taking on national employers like Coke one local at a time, and the company is winning givebacks.

Some locals have bucked this trend. When Coke demanded that Local 1035 members in Connecticut switch to a company plan, members were ready. The local leadership began preparations a year in advance. They worked with locals in New Jersey and Los Angeles to build a

solidarity front. When it came to crunch time, the International dragged its feet on sanctioning a strike extension, but finally did so. On the very day that the strike was to move to New Jersey, the Local 1035 Teamsters won. They remained in their Teamster plan and they don't pay a dime toward their monthly premiums.

"By working together, we saved our Teamster medical plan with full maintenance of benefits," said Local 1035 shop steward Bob Elliot. "But you shouldn't have to fight management and the International at the same time."

Teamster locals are proving that solidarity plus coordination equals power. Our International Union can and must do more to back up members and locals in their fights against national and multina-

Decline in Union Grocery Warehousing a Growing Problem in the Northeast

The closing of a Maryland distribution center by C&S Wholesalers will result in the loss of 370 Teamster jobs in the coming months. And in February, Stop and Shop in New Haven, Conn. announced the closing of its distribution center, putting over 500 Teamsters out of work. Where did most of these jobs go? You guessed right: to a non-union facility run by C&S Wholesalers in Massachusetts.

These two recent events are part of a

larger and more disturbing trend in a part of the country that was once a union stronghold for grocery warehouse workers.

Shutdowns have hit other area Teamsters, including Local 445 members at Wakefern, N.Y. (400 jobs lost, shifted to a non-union facility in Pennsylvania) and Local 730 and Local 639 members at Giant in the Washington, D.C. area.

Closings are not the only threat. Teamster employers shift part of their work

to nonunion facilities or lose accounts to nonunion operators. Local 118 Teamsters at Wegmans in Rochester, N.Y. learned this first hand. Their local cut a deal with the company to let them shift work to a new nonunion facility in Pennsylvania. While they lost some work, the blow was eased somewhat by attrition and work gained elsewhere.

Teamsters at Topps in Buffalo, N.Y. lost fifty jobs when Ahold sold its Wilson Farms convenience store chain and the new owners switched to non-union McLane Foodservice Distribution. "Organizing these nonunion operators has got to be a priority," Local 264 steward Darrin Ziemba said. "There was talk at the time about going after McLane, but nothing has come of it. We need a consistent, long-term commitment to bring

non-union outfits under contract. "

You would think that the loss in recent years of nearly 2,000 good Teamster jobs in the northeast would get the attention of the Hoffa administration. Not so. The IBT has no plan of action, no organizing drives, no coordinated activity aimed at protecting these jobs or expanding the union's presence in the jurisdiction. In terms of C&S, in the late 1990s Tom Leedham secured a neutrality agreement from C&S. Rather than build on that gain, Hoffa has let it expire and has failed to organize in this all-important jurisdiction.

Meanwhile, C&S is growing by leaps and bounds. It operates in 14 states now, including areas in the south and southeast, and has projected revenue of \$18 billion for 2006.

CEOs Doing Well

While working Teamsters and retirees are taking it on the chin, the fat cats who run some of the largest corporations in Teamster-related industries are rolling in the dough. The same CEOs who rake in millions of dollars every year cry poor when workers try to organize unions or fight for better contracts. The following list shows the compensation of CEOs of some of the companies who either employ Teamsters or who engage in union busting against our organizing campaigns. The first column of numbers shows what they made in salaries and bonuses in 2005, the second column adds in what they received in stock options last year. Unless noted otherwise, the source for this data is the *Wall Street Journal*.

Company	Executive	Salary+Bonus	Total Comp
United Technologies	George David	\$ 5,500,000	\$31,866,300
CSX	Michael J. Ward	\$ 2,779,800	\$23,701,200
Laidlaw	Kevin E. Benson	\$ 1,281,400	\$20,643,300
Union Pacific	Richard K Davidson	\$ 3,808,300	\$18,272,400
PepsiCo	Steven S. Reinemund	\$ 5,500,000	\$18,129,000
Pepsi Bottling Group	John T. Cahill	\$ 2,812,200	\$17,170,200
YRC Worldwide	William D. Zollars	\$ 1,892,500	\$11,618,800
Smithfield Foods	Joseph W. Luter III	\$10,710,700	\$10,710,700
Honeywell Intl	David M. Cole	\$ 4,500,000	\$8,976,500
FedEx	Frederick W. Smith	\$ 4,619,900	\$7,619,900
Norfolk Southern	Charles W. Moorman IV	\$ 1,625,000	\$5,494,500
Costco	James D. Sinegal	\$ 450,000	\$4,199,100
Sysco	Richard J. Schnieders	\$ 3,411,000	\$4,180,900
Anheuser-Busch	Patrick T. Stokes	\$ 1,526,700	\$3,590,600
Waste Management	David P Steiner	\$ 1,912,300	\$3,502,400
UPS	Michael L. Eskew	\$ 1,437,700	\$2,462,900
Gannett	Craig A. Dubow	\$ 1,980,600	\$1,980,600
Coca-Cola	Lowry F. Kline	\$ 1,723,300	\$1,723,300
Wal-mart Stores*	Lee Scott	\$ 8,668,000	N/A
Albertsons*	Lawrence R. Johnson	\$ 6,979,000	N/A
Altria Group*	Louis C. Camilleri	\$ 6,678,000	N/A
Kroger*	David B. Dillon	\$ 2,415,000	N/A

*Source: *Forbes*

Hearing on 10 Percent Cut

Allied Systems Goes to Court to Cut Wages

Allied Systems, the largest carhauling corporation, is going to court on April 26 to void the contract covering 4,000 U.S. Teamsters and impose a 10 percent wage cut. Management claims that the company will suffer irreparable harm as soon as May if they don't get the cuts immediately. They are also demanding that the June 1 contractual raise be eliminated.

In mid-April, the company advised all U.S. Teamsters that they anticipate court approval and that they will cut all wages by 10 percent on April 30 if this approval is granted.

The International Union responded by demanding more detailed financial information from the company on its financial

status. While a good start, this response seems entirely inadequate to the situation, which threatens to shatter a national Teamster contract.

In a similar situation with the largest auto supplier company, Delphi, the United Auto Workers (UAW) has threatened to strike if their contract is voided in bankruptcy court, and the tactic has brought General Motors into the bargaining picture. GM cannot afford a strike that will interrupt its product flow.

Our union needs a plan to fight back. And the entire labor movement and our allies need to take on this corporate scam, which is already infecting two major industries and could spread to more.

Freight Lines

YRC Takes Hit on Stock Price

After a string of recent profitable quarters, merger mania appears to have caught up with YRC Worldwide. YRC lowered its first quarter profits by 35 percent and saw its stock price drop. Cost overruns were cited at the Yellow Transportation subsidiary. They report that Roadway Express was on track and not the problem. There was no mention of the USF subsidiaries of YRC. The company said it would offer its profit projections for 2006 when it announces actual first quarter results in late April.

New I.D. Card Coming Soon

Officials from the Department of Homeland Security are making plans for issuing transportation worker identity cards. The requirement may be in place as early as 2007, depending on Congressional action. The program will be modeled along the lines of how the Transportation Security Administration handles hazmat endorsements.

Safety Expert Challenges New Crash Study

A recent study issued by the Federal Motor Carrier Safety Administration determined driver error or other failure by passenger vehicle was the "critical reason" in 56 percent of two-vehicle crashes, with trucks responsible for 44 percent. However, Jerry Donaldson, senior research director for Advocates for Highway and Auto Safety, disputes the findings. "The study violates everything that is known as peer accepted principles of good research design and data collection," according to Donaldson. Donaldson contends appropriate research would have required using a control group and objectively gathered data. The FMCSA study relied predominantly on interviews retroactively examining individual crashes. Donaldson asserts this creates a "hindsight bias." He added, "for the \$20 million (the study cost), the public has gotten a virtually scientifically worthless piece of work." Challenges to the current regulations covering hours of service are based on separate, previous safety research on trucker fatigue.

Local 407 Members Take Action on Pension

Cleveland Local 407 passed a motion at the March union meeting calling for the Executive Board to take action on pending pension legislation. As a result, Local 407 mailed letters to Ohio Reps. Patrick Tiberi and John Boehner and Sen. Mike DeWine protesting any the so-called "red zone" amendment. All three Congressmen are members of the conference committee that will produce the final version of

the pension bill. This amendment would allow troubled pension funds to cut benefits that have already been earned, even for recent retirees. Concerned Teamsters should take similar actions to get Teamster local unions to speak to their congressional representatives. It's not too late to lobby Congress and help get the kind of pension legislation that working people deserve.

Fighting for Change at Teamster Conventions Past and Present

Delegates with Courage and Conviction Win Important Reforms for Working Teamsters

On June 25 some 1,700 delegates and several hundred alternates will assemble at the Paris Hotel in Las Vegas for the 27th Convention of the Teamsters Union.

The majority of these delegates will be there to rubber stamp whatever Hoffa proposes. Many see the convention as a chance to party on members' dues money. But hundreds of delegates will fight for changes to rebuild our union's power and strengthen members' rights—and history is on their side.

At every Teamster Convention, the majority of the delegates have been hostile to reform. At past conventions, delegates have voted against the right to vote

clear majority of the delegates. Their leaders included Tom Keegel, Chuck Mack, Jim Santangelo, Ken Wood, John Coli, Fred Gegare, Jack Cipriani, John Murphy, Dan Kane and others who are now on the Hoffa Slate.

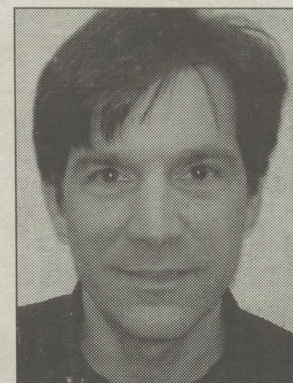
Right off the bat, they voted to strip members of the right to elect delegates. They wanted local officers to automatically be delegates. They denounced reformers as a "tiny minority."

Reform delegates spoke out for the right of members to elect delegates. They won the debate but not the vote. The only reason Teamsters maintained the right to elect delegates was that the consent order

"We won the right to vote for Teamster president and majority rule in voting on our contracts because courageous delegates stood up for them at past Teamster Conventions. Top officials fought them but reform delegates, backed by the membership, persisted until the union hierarchy gave in to membership pressure.

"This year it's time for delegates to demand accountability by the union trustees of our pension and health funds, and to put more power in the hands of Teamster members. I hope to do my part in that process."

Leonard Stoehr
Delegate, Georgia Local 728
ABF road driver



Delegates and other Teamsters rally outside the 1986 Teamster Convention in Las Vegas for the Right to Vote and other democratic reforms.

for International officers, the right to elect delegates, majority rule on contracts, the right to vote on local union mergers, sovereignty for Teamsters Canada and many other reforms.

TDU members and other reform delegates have been booed, threatened, attacked, even beaten for proposing these changes. But today, Teamster members enjoy each and every one of these rights. Even Hoffa has to call himself "reform-minded" on his website!

How did that happen? And what does it mean for reform proposals that will be introduced this year like pension trustee accountability and the right to vote on dues increases?

How the Tide Turned

The tide began to turn toward reform in 1991. TDU came to the Orlando convention that year proud of big victories recently won. For the first time in decades, the delegates to the Convention had actually been elected. They would nominate candidates for Teamster president and International officers that the membership would elect, also for the first time in Teamster history.

The old guard was there, and had a

guaranteed it. Teamsters should never have to rely on a court order to protect our Teamster democracy.

Born Again Reformers

But on other issues, top officials became "born again" reformers. They had conducted polls that showed TDU-backed reforms were supported by the majority of the rank and file. After years of rabid opposition, the Hoffa crowd suddenly supported

- ♦ The Right to Vote for Teamster president and top officers
- ♦ Majority rule on contracts
- ♦ Limits on salaries and multiple salaries for International officers and appointees
- ♦ Selling the two executive jets that officers used as expensive toys

TDU and reform delegates had fought for every one of these goals at the previous 1986 convention, and seen them ridiculed by the old guard majority. Chuck Mack denounced majority rule on contracts on the floor of that Convention. At the one prior to that, he nominated mobster and FBI-informant Jackie Presser to be Teamster president. But now he was seeing the light, along with

the rest of the old guard leaders.

It got even better. Later in the convention, the TDU-prepared motion to give members covered by national contracts the right to vote on supplements and riders was introduced by Johnny Morris, a long-time TDU opponent. More officials broke ranks and this important reform passed over the opposition of Mack, Cipriani, Santangelo, Kane and the rest of what is now the Hoffa team. Another reform victory!

Other progressive reform issues were voted down, but they were passed later at the 1996 or 2001 conventions. The right to elect delegates was finally adopted into the IBT Constitution in 2001. The right of Canadian Teamsters to govern their own affairs, and stay united under the Teamster umbrella, was finally won in 2001.

Again the TDU and reform forces were a distinct minority, but the ones with the ideas for the future, the ones driving the real program.

The Engine of Progress

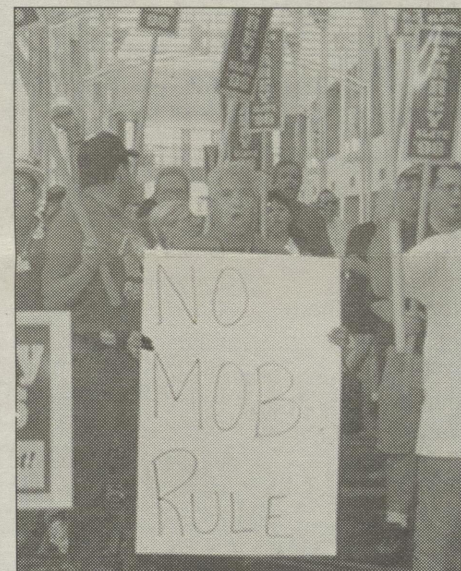
If you look over these big, important changes to the Teamster constitution adopted at the recent conventions, none of them have originated with the Hoffa leadership. They have originated with Teamsters with the foresight, guts and solidarity to come forward with plans to involve members and build the union.

The miracle in this progress is that reform forces have been a minority at each and every one of these conventions. Tom Leedham was nominated with eight percent of the delegate vote; Ron Carey was nominated with 15 percent. But their strength with the rank and file was many times greater, as was proven when members' ballots were counted.

At the 2006 Convention there will be progressive proposals put forward, to bring accountability to the big Teamster benefit funds; to end top-down rule by the General President; to establish organizing programs that involve locals and members; to end financial waste and spend our dues money to build Teamster Power, not fund multiple salaries for the

General President's political friends.

Will these reforms be adopted? You can count on it. They may pass this year, or they may have to wait until next time. But history shows that the Hoffa crowd can only hold back positive changes for so long.



Members support Ron Carey's nomination and democratic control of the union at the 1996 Teamster Convention.

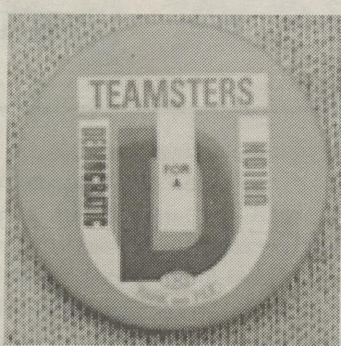
Eventually, they have to cave in to the will of Teamster members—the majority of whom support changes that strengthen the Teamsters Union by putting power in the hands of the members.

Calling All Teamsters!

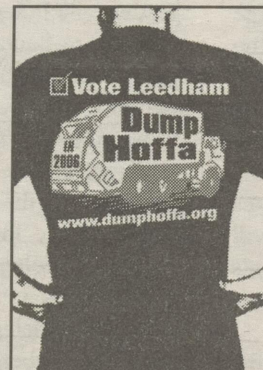
Would you like to attend the 2006 Teamster Convention in Las Vegas, June 26-30?

Contact your local union or TDU for information about how to attend as a guest.

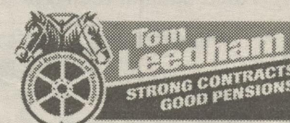
Wear TDU Pride



Leedham Gear - Dump Hoffa



Buttons and Stickers
 "Tom Leedham Strong Contracts Good Pensions"
 or "Dump Hoffa"
 Stickers: \$12 for 100
 Buttons: \$8 for 10



Bumper Stickers
 \$5 for 10

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Available in white or black.
 Front: Tom Leedham Strong Contracts Good Pensions
 Back: Vote Leedham, Dump Hoffa
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 Sizes: M, L, XL, XXL, and XXXL

To order Dump Hoffa and Leedham gear go to the Leedham website at www.leedham2006.org OR write to Tom Leedham Campaign 320 7th Ave #338, Brooklyn, NY 11215

Wear it, Share it!

TDU Promotional Materials

T-Shirts. Black with large TDU emblem on back, or "Fat Cats" shirt, grey with black design on front and back. Specify L, XL, XXL, XXXL and XXXXL \$15.

TDU Jackets. Black with embroidered logo on back: nylon lining, \$85; quilted lining \$100. L, XL, XXL, XXXL

TDU Emblem Buttons. \$.50 each; \$.25 each for 10 or more.

TDU Emblem Vinyl Stickers. \$1.

TDU Emblem Patches. Large \$3; small \$2.

TDU Caps. Black cotton twill with embroidered TDU logo, fabric strap back. \$15.

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